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DDA 80-1523
23 June 1980

MEMORANDUM FOR: Deputy Director for Administration

25X1 FROM:

[REDACTED]
Special Support Assistant to the DDA

SUBJECT: Additional Compensation for Overseas
Personnel (ACOP) (U)

1. As we went about obtaining initial reactions and concurrences for a proposed new entitlement for overseas personnel, the most frequently encountered questions were:

25X1 a. Is [REDACTED] enough?

b. Will this solve the stress problems?

c. Are there any other actions we should be taking to make overseas service more attractive? (U)

2. As I see it, approval of ACOP by itself will not solve the three most frequently asked questions. Approval of ACOP, however, will result in a clear and unmistakable signal to Agency personnel serving overseas that we recognize the new stresses of overseas service and we are prepared to deal with this issue in a number of ways; ACOP being only one of several actions to enhance overseas service. (U)

3. For those who continue to ask what else needs to be done, I outline the following strategic plan for your consideration:

ACTIONS ACCOMPLISHED

1. Working spouses policy announced in April should give recognition to the need to provide employment for a working spouse overseas and should help to minimize or eliminate any loss of economic base by accepting an overseas assignment.

2. Establishment of the Family Liaison Office to assist dependents in their processing to and from overseas assignments.

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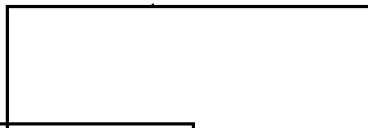
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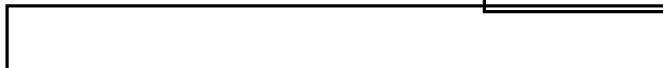
ACTIONS UNDER CONSIDERATION

1. Investigate the feasibility and desirability of granting some form of recognition such as a service award, special achievement award, etc., for overseas service of 10, 15, and 20 years.
2. Simplify the current Agency travel regulations to make them more understandable, less bureaucratic, and easier for field installations to administer.
3. Develop a new program to actively seek overseas assignments for working married couples who are Agency staff employees. (S)
4. To be sure, the above listings are not all-inclusive but they do represent a fairly balanced effort to alleviate some of the problems faced by our personnel when they go overseas. There are a number of other actions we have under consideration but the three noted above are the most significant at this stage of development. Approval of ACOP will fit in very nicely with actions already completed or currently under consideration. (U)



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1. Increasing recognition in CY 1980 that additional recognition and incentives required for overseas service. Sources:
 - a. Counseling system.
 - b. TDYer reports.
 - c. Increasing reluctance to seek (vs. accept) overseas assignments (particularly clericals).
2. Basic theme -- overseas employees increasingly asked to do more for less in the face of increasing stress. CIA management didn't care.
 - a.
 - b.
 - c. Threats to self and family.
 - d. Cost-of-living and decline of dollar.
3. Threatened loss of younger personnel added to existing problem of retirement.
4. Requirement to provide tangible signal to field personnel that management recognized problem and was taking initial action.

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- a.
- b. Longer hours.
- c. Responsibility for more resources.
- d. Responsibility for human lives.
- e. Active (vice inactive) crisis situations.

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e.

- 9. Acceptance of DCI action by Congress would be tacit recognition that they have been "had."
- 10. Bottom line -- DCI cannot afford to make more than minor adjustments in his commitment to overseas personnel.